



Centre Policy

FOR GCSEs FOR SUMMER 2021



Centre Policy for determining teacher assessed grades – summer 2021:
COLERIDGE COMMUNITY COLLEGE

Statement of intent

This section outlines the purpose of this document in relation to our centre.

Statement of Intent
<p>This section provides details of the purpose of this document, as appropriate to our centre:</p> <p>The purpose of this policy is:</p> <ul style="list-style-type: none">● To ensure that teacher assessed grades are determined fairly, consistently, free from bias and effectively within and across departments.● To ensure the operation of effective processes with clear guidelines and support for staff.● To ensure that all staff involved in the processes clearly understand their roles and responsibilities.● To support teachers to take evidence-based decisions in line with Joint Council for Qualifications guidance.● To ensure the consideration of historical centre data in the process, and the appropriate decision making in respect of, teacher assessed grades.● To support a high standard of internal quality assurance in the allocation of teacher assessed grades.● To support our centre in meeting its obligations in relation to equality legislation.● To ensure our centre meets all requirements set out by the Department of Education, Ofqual, the Joint Council for Qualifications and awarding organisations for Summer 2021 qualifications.● To ensure the process for communicating to candidates and their parents/carers how they will be assessed is clear, in order to give confidence. <p>It is the responsibility of everyone involved in the determination of teacher assessed grades to read, understand and implement the Centre Policy.</p>

Roles and responsibilities

This section of our Centre Policy outlines the personnel in our centre who have specific roles and responsibilities in the process of determining teacher assessed grades this year.

Roles and Responsibilities

This section gives details of the roles and responsibilities within our centre:

Head of Centre

- Our Head of Centre, Mrs E Stoneham, will be responsible for approving our policy for determining teacher assessed grades.
- Our Head of Centre has overall responsibility for the school as an examinations centre and will ensure that clear roles and responsibilities of all staff are defined.
- Our Head of Centre will confirm that teacher assessed grade decisions represent the academic judgement made by teachers and that the checks in place ensure these align with the guidance on standards provided by awarding organisations.
- Our Head of Centre will ensure a robust internal quality assurance process has been produced and signed-off in advance of results being submitted.

Senior Leadership Team and Heads of Department

Our Senior Leadership Team and Heads of Departments will:

- provide training and support to our other staff.
- support the Head of Centre in the quality assurance of the final teacher assessed grades.
- ensure an effective approach within and across departments and authenticating the preliminary outcome from single teacher subjects.
- be responsible for ensuring staff have a clear understanding of the internal and external quality assurance processes and their role within it.
- ensure that all teachers within their department make consistent judgements about student evidence in deriving a grade.
- ensure all staff conduct assessments under the appropriate levels of control with reference to guidance provided by the Joint Council for Qualifications.
- ensure teachers have the information required to make accurate and fair judgments.
- produce an Assessment Record for each subject cohort, that includes the nature of the assessment evidence being used, the level of control for assessments considered, and any other evidence that explains the determination of the final teacher assessed grades.
- ensure that a Head of Department Checklist is completed for each qualification that they are submitting.

Teachers/ Specialist Teachers / SENDCo

Our teachers, specialist teachers and SENDCo will:

- ensure they conduct assessments under our centre's appropriate levels of control and have sufficient evidence, in line with this Centre Policy and guidance from the Joint Council for Qualifications, to provide teacher assessed grades for each student they have entered for a qualification.



- ensure that the teacher assessed grade they assign to each student is a fair, valid and reliable reflection of the assessed evidence available for each student.
- make judgements based on what each student has been taught and what they have been assessed on, as outlined in the section on grading in the main JCQ guidance.
- Contribute to the Assessment Record for each subject cohort where any necessary variations for individual students will also be recorded.
- securely store and be able to retrieve sufficient evidence to justify their decisions.

Examinations Officer

Our Examinations Officer will:

- be responsible for the administration of our final teacher assessed grades and for managing the post-results services.

Training, support and guidance

This section of our Centre Policy outlines the training, support and guidance that our centre will provide to those determining teacher assessed grades this year.

Training

This section provides details of the approach our centre will take to training, support and guidance in determining teacher assessed grades this year

- Teachers involved in determining grades in our centre will attend any centre-based training and United Learning based training to help achieve consistency and fairness to all students.
- Teachers will engage fully with all training and support that has been provided by the Joint Council for Qualifications and the awarding organisations.
- Departments will use subject meeting time to discuss the award of grades and ensure open dialogue allows consistency and fairness for all students

Support for Newly Qualified Teachers and teachers less familiar with assessment

This section provides details of our approach to training, support and guidance for newly qualified teachers and teachers less familiar with assessment

- We will provide mentoring from experienced teachers to NQTs and teachers less familiar with assessment.
- We will put in place additional internal reviews of teacher assessed grades for NQTs and other teachers as appropriate.

Support for teachers in small subject departments

This section provides details of our approach to training, support and guidance for teachers in single person departments, or small subject departments

- We will collaborate with neighbouring United Learning centres and from Trust Advisors for additional support and quality assurance.

Use of appropriate evidence

This section of our Centre Policy indicates how our centre will give due regard to the section in the JCQ guidance entitled: *Guidance on grading for teachers*.

A. Use of evidence

This section gives details in relation to our use of evidence.

- Teachers making judgements will have regard to the Ofqual Head of Centre guidance on recommended evidence, and further guidance provided by awarding organisations.
- All candidate evidence used to determine teacher assessed grades, and associated documentation, will be retained and made available for the purposes of external quality assurance and appeals in line with JCQ guidance.
- Wherever appropriate we will be using student work produced in response to assessment materials provided by our awarding organisation(s), including groups of questions, past papers or similar materials such as practice or sample papers.
- If appropriate we will use non-exam assessment work (often referred to as coursework), even if this has not been fully completed.
- We will use student work produced in centre-devised tasks that use awarding organisation materials so that they reflect the specification, follow the same format as awarding organisation materials, and have been marked in a way that reflects awarding organisation mark schemes.
- We will use substantial classwork completed in controlled conditions
- We will use internal tests taken by students, such as mock exams taken over the course of study, completed in controlled conditions.
- We will use records of a student's capability and performance over the course of study in performance-based subjects such as music, drama and PE.
- Wherever possible and to ensure consistency and fairness, we will ensure that the same set of tasks is considered for all students in each subject cohort, as set out on each Assessment Record. We call this set of work 'the core assessment tasks'.

This information is shared with students so that they know what evidence is going to be used and have the opportunity to raise any genuine and valid concerns. Any student's views are recorded and documented along with reasons for the final decision.

We provide further detail in the following areas:

Additional Assessment Materials (tasks completed from April to June 2021)

- We will use additional assessment materials to give students the opportunity to show what they know, understand or can do in an area of content that has been taught but not yet assessed.
- Use of additional assessment material will be submitted by students with their names hidden to support in reducing bias.
- We will use additional assessment materials to give students an opportunity to show improvement, for example, to validate or replace an existing piece of evidence.
- We will use additional assessment materials to support consistency of judgement between teachers or classes by giving everyone the same task to complete.



- We will combine and/or remove elements of questions where, for example, a multi-part question includes a part which focuses on an element of the specification that hasn't been taught.

Our centre will ensure the appropriateness of evidence and balance of evidence in arriving at grades in the following ways:

- We will consider when the evidence was produced as more recent evidence is likely to be more representative of student performance, although there may be some exceptions.
- We will use consistent sources of evidence for a class or cohort, that relate closely to the specification requirements and will record our reasons for the selection of this source of evidence on the Assessment Record for each subject
- Where there may be individual students for whom the proposed evidence is not appropriate, the rationale for any exceptions will be documented, e.g. we may set further tasks or consider more work if responses to the core tasks do not reflect the standard of work teachers have been consistently seeing from a student in class
- We will consider the specification and assessment objective coverage of the assessment.
- We will consider the depth and breadth of knowledge, understanding and skills assessed, especially higher order skills within individual assessments.
- We will consider the level of control under which an assessment was completed, for example, whether the evidence was produced under high control and under supervision or at home.
- We will ensure that we are able to authenticate the work as the student's own, especially where that work was not completed within the school.
- We will consider the limitations of assessing a student's performance when using assessments that have been completed more than once, or drafted and redrafted, where this is not a skill being assessed.
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Determining teacher assessed grades

This section of our Centre Policy outlines the approach our centre will take to awarding teacher assessed grades.

Awarding teacher assessed grades based on evidence

We give details here of our centre's approach to awarding teacher assessed grades.

- Our teachers will have reviewed the grade descriptors and exemplification materials provided by awarding organisations before grading students
- Our teachers will review the specification and consider what has been taught so that the evidence used to make judgements only includes the appropriate assessment of content that has been taught
- Our teachers will determine grades based on a holistic judgement of evidence which is commensurate with the standard at which a student is performing, i.e. their demonstrated knowledge, understanding and skills across the content of the course they have been taught. To achieve this they will consider the quality of the work in relation to the assessment materials used as well as the grade descriptors and grading exemplification available to help reach a final grade.
- Our teachers will record how the evidence was used to arrive at a fair and objective grade, which is free from bias.
- Our Heads of Department will produce an Assessment Record for each subject cohort and will share this with teachers so that any necessary variations for individual students will also be shared.
- We will not use a set formula, e.g. an average of marks across core assessment tasks, in determining a grade

Internal quality assurance

This section of our Centre Policy outlines the approach our centre will take to ensure internal standardisation of teacher assessed grades, to ensure consistency, fairness and objectivity of decisions.

Head of Centre Internal Quality Assurance and Declaration

Internal quality assurance

This section gives details of our approach to internal standardisation, within and across subject departments.

- We will ensure that all teachers involved in deriving teacher assessed grades read and understand this Centre Policy document and keep a record of this.
- In subjects where there is more than one teacher and/or class in the department, we will ensure that our centre carries out an internal standardisation process.
- We will ensure that all teachers are provided with training and support to ensure they take a consistent approach to:
 - Arriving at teacher assessed grades
 - Marking of evidence
 - Reaching a holistic grading decision
 - Applying the use of grading support and documentation
- We will conduct internal standardisation across all grades
- We will ensure each grade for a subject will be signed off by at least 2 teachers in that subject, one of whom will be the head of department/subject lead. Where there is only one teacher in the subject or department, or only one is available, the head of faculty should be the second signatory.
- We will ensure that the Assessment Record will form the basis of internal standardisation and discussions across teachers to agree the awarding of teacher assessed grades. The Assessment Record will be reviewed and quality assured by the Senior Leader Line Manager and the Trust Subject Advisor
- Where necessary, we will review and reflect on individual grading decisions to ensure alignment with the standards as outlined by our awarding organisation(s). This will be recorded.
- Where appropriate, we will amend individual grade decisions to ensure alignment with the standards as outlined by our awarding organisation(s).
- Where there is only one teacher involved in marking assessments and determining grades, then the output of this activity will be reviewed by an appropriate member of staff within the centre.
 - This will be the Head of Faculty, or the Senior Leader Line Manager
 It will also be reviewed by a subject specialist at another Trust school or a Trust Subject Advisor
- In respect of equality legislation, we will consider the range of evidence for students of different protected characteristics that are included in our internal standardisation.
- The Head of Centre will be required to confirm that the grades are a true representation of student performance.

Comparison of teacher assessed grades to results for previous cohorts

This section of our Centre Policy outlines the approach we will take to compare our teacher assessed grades in 2021 with results from previous cohorts.

Comparison of Teacher Assessed Grades to results for previous cohorts

This section gives details of our internal process to ensure a comparison of teacher assessed grades at qualification level to results for previous cohorts in our centre taking the same qualification.

- We will compile information on the grades awarded to our students in past June series in which exams took place (e.g. 2017 - 2019).
- We will consider the size of our cohort from year to year.
- We will consider the stability of our centre's overall grade outcomes from year to year.
- We will consider both subject and centre level variation in our outcomes during the internal quality assurance process.
- We will ensure that grade judgements have been recorded for students in the current assessments before considering historical records of mark data and grade distributions for students in previous assessments at the centre.
- We will prepare a succinct narrative on the outcomes of the review against historic data which, in the event of significant divergence from the qualifications-levels profiles attained in previous examined years, which address the reasons for this divergence. This commentary will be available for subsequent review during the QA process.

This section gives details of the approach our centre will follow if our initial teacher assessed grades for a qualification are viewed as overly lenient or harsh compared to results in previous years.

- We will compile historical data giving appropriate regard to potential mixtures of A*-G and 9-1 grades in GCSEs. Where required, we will use the Ofqual guidance to convert legacy grades into the new 9 to 1 scale.
- We will include grades from international GCSEs (for example, in mathematics) because we have previously offered these.
- We will bring together other data sources that will help to quality assure the grades we intend to award in 2021.
- If outcomes are much higher than in previous years, or much lower, the reasons for it will be considered. The centre will record these comparisons and the rationale for any variations as part of the internal quality assurance process. However, all staff are reminded that it is the evidence of students' work that must form the basis for each student's grade rather than historic attainment at the centre.

This section gives details of changes in our cohorts that need to be reflected in our comparisons.

- We will omit subjects that we no longer offer from the historical data.

Access Arrangements and Special Considerations

This section of our Centre Policy outlines the approach our centre will take to provide students with appropriate access arrangements and take into account mitigating circumstances in particular instances.

Reasonable adjustments and mitigating circumstances (special consideration)

This section gives details of our approach to access arrangements and mitigating circumstances (special consideration).

- Where students have agreed access arrangements or reasonable adjustments (for example a reader or scribe) we will make every effort to ensure that these arrangements are in place when assessments are being taken.
- This information will be shared with teachers so that they can confirm that wherever possible the approved access arrangement/reasonable adjustment was in place for assessments which will be used to determine the student's grade.
- Centres will hold on file evidence of access arrangements/reasonable adjustments provided, until the published deadline for appeals has passed.
- Where an assessment has taken place without an agreed reasonable adjustment or access arrangement, we will remove that assessment from the basket of evidence and alternative evidence obtained. However, we reserve the right to retain such work if it remove it would disadvantage the student.
- Where illness or other personal circumstances might have affected performance in assessments used in determining a student's standard of performance, we will take account of this when making judgements.
- We will record, as part of the Assessment Record, how we have incorporated any necessary variations to take account of the impact of illness or personal circumstances on the performance of individual students in assessments.
- To ensure consistency in the application of Special Consideration, all staff have been trained on which candidates are eligible for special consideration as explained in the document: [JCQ – A guide to the special consideration process, with effect from 1 September 2020](#)
- To ensure consistency in the application of this, any staff who believe a student warrants the special consideration process they will raise it with the Head of Centre
- Students will be advised to raise any mitigating circumstances which warrant special consideration. These issues should be raised as soon as possible, ideally at the time of the assessment and prior to the submission of the teacher assessed grade. Such mitigations will need to be signed off by the Head of Centre.



Addressing disruption/differential lost learning (DLL)

B. Addressing Disruption/Differentiated Lost Learning (DLL)
<p>This section gives details of our approach to address disruption or differentiated lost teaching.</p> <ul style="list-style-type: none">• Teacher assessed grades will be determined based on evidence of the content that has been taught and assessed for each student.

Objectivity

This section of our Centre Policy outlines the arrangements in place to ensure objectivity of decisions.

Objectivity

This section gives a summary of the arrangements in place within our centre in relation to objectivity.

Staff will fulfil their duties and responsibilities in relation to relevant equality and disability legislation.

Senior Leaders, Heads of Department and Centre will consider:

- sources of unfairness and bias (situations/contexts, difficulty, presentation and format, language, conditions for assessment, marker preconceptions);
- how to minimise bias in questions and marking and hidden forms of bias); and
- bias in teacher assessed grades.

To ensure objectivity, all staff involved in determining teacher assessed grades will be trained on this information about making objective judgements

(<https://www.gov.uk/government/publications/information-for-centres-about-making-objective-judgements/information-for-centres-about-making-objective-judgements>) and

be made aware that:

- unconscious bias can skew judgements;
- the evidence presented should be valued for its own merit as an indication of performance and attainment;
- teacher assessed grades should not be influenced by candidates' positive or challenging personal circumstances, character, behaviour, appearance, socio-economic background, or protected characteristics;
- unconscious bias is more likely to occur when quick opinions are formed; and

Our internal standardisation process will help to ensure that there are different perspectives to the quality assurance process.

Recording decisions and retention of evidence and data

This section of our Centre Policy outlines our arrangements to recording decisions and to retaining evidence and data.

C. Recording Decisions and Retention of Evidence and Data

This section outlines our approach to recording decisions and retaining evidence and data.

- We will ensure that teachers and Heads of Departments maintain records that show how the teacher assessed grades process operated, including the rationale for decisions in relation to individual marks/grades.
- We will ensure that evidence is maintained across a variety of tasks to develop a holistic view of each student's demonstrated knowledge, understanding and skills in the areas of content taught.
- We will put in place recording requirements for the various stages of the process to ensure the accurate and secure retention of the evidence used to make decisions.
- We will retain safely copies of work on which a student's grade is based from after the JCQ guidance was published on 24th March. Scanned copies of handwritten evidence or digital documentation is acceptable. We will also keep records of any discussions with students around the evidence on which grades will be based. If any evidence of students' work is not available, the marks can still be used in determining the final grade. A copy of the task (e.g. mock exam paper) and where appropriate grade boundaries, grade descriptors and mark schemes used should be included alongside a record of the mark a student achieved.
- We will ensure that evidence is retained electronically or on paper in a secure centre-based system that can be readily shared with our awarding organisation(s).
- We will also retain any information relating to a student's access arrangements, or personal circumstances affecting student performance, which might need to be taken into account during the process of determining a student's grade.
- If applicable we will also retain a statement explaining the rationale and review of historic data outcomes
- We will comply with our obligations regarding data protection legislation.
- We will ensure that the grades accurately reflect the evidence submitted.

Authenticating evidence

D. Authenticating evidence

This section of our Centre Policy details the mechanisms in place to ensure that teachers are confident in the authenticity of evidence, and the process for dealing with cases where evidence is not thought to be authentic.

- Robust mechanisms, which will include controlled conditions supervised by a member of staff, will be in place to ensure that teachers are confident that work used as evidence is the students' own and that no inappropriate levels of support have been given to students to complete it, either within the centre or with external tutors.
- It is understood that awarding organisations will investigate instances where it appears evidence is not authentic. We will follow all guidance provided by awarding organisations [AQA, Pearson Edexcel, OCR] to support these determinations of authenticity.

Confidentiality, malpractice and conflicts of interest

Confidentiality

This section of our Centre Policy outlines the measures in place to ensure the confidentiality of the grades our centre determines, and to make students aware of the range of evidence on which those grades will be based.

A. Confidentiality

This section details the measures in place in our centre to maintain the confidentiality of grades, while sharing information regarding the range of evidence on which the grades will be based.

- All staff involved have been made aware of the need to maintain the confidentiality of teacher assessed grades.
- All teaching staff have been briefed on the requirement to share details of the range of evidence on which students' grades will be based, while ensuring that details of the final grades remain confidential.
- Relevant details from this Policy, including requirements around sharing details of evidence and the confidentiality requirements, have been shared with parents/carers and students.

Malpractice

This section of our Centre Policy outlines the measures in place to prevent malpractice and other breaches of exam regulations, and to deal with such cases if they occur.

B. Malpractice

This section details the measures in place in our centre to prevent malpractice and, where that proves impossible, to handle cases in accordance with awarding organisation requirements.

- Our general centre policies regarding malpractice, maladministration and conflicts of interest have been reviewed to ensure they address the specific challenges of delivery in Summer 2021.
- All staff involved have been made aware of these policies, and have received training in them as necessary.
- All staff involved have been made aware of the specific types of malpractice which may affect the Summer 2021 series including:
 - breaches of internal security;
 - deception;
 - improper assistance to students;
 - failure to appropriately authenticate a student's work;
 - over direction of students in preparation for common assessments;

- allegations that centres submit grades not supported by evidence that they know to be inaccurate;
 - centres enter students who were not originally intending to certificate a grade in the Summer 2021 series;
 - failure to engage as requested with awarding organisations during the External Quality Assurance and appeal stages; and
 - failure to keep appropriate records of decisions made and teacher assessed grades.
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- The consequences of malpractice or maladministration as published in the JCQ guidance: [JCQ Suspected Malpractice: Policies and Procedures](#) and including the risk of a delay to students receiving their grades, up to, and including, removal of centre status have been outlined to all relevant staff.

Conflicts of Interest

This section of our Centre Policy outlines the measures in place to address potential conflicts of interest.

C. Conflicts of Interest

This section details our approach to addressing conflicts of interest, and how we will respond to such allegations.

- To protect the integrity of assessments, all staff involved in the determination of grades must declare any conflict of interest such as relationships with students to our Head of Centre for further consideration.
- Our Head of Centre will take appropriate action to manage any conflicts of interest arising with centre staff in accordance with the JCQ documents - [General Regulations for Approved Centres, 1 September 2020 to 31 August 2021](#).
- We will also carefully consider the need to separate duties and personnel to ensure fairness in later process reviews and appeals.

External Quality Assurance

This section of our Centre Policy outlines the arrangements in place to comply with awarding organisation arrangements for External Quality Assurance of teacher assessed grades in a timely and effective way.

A. External Quality Assurance

This section outlines the arrangements we have in place to ensure the relevant documentation and assessment evidence can be provided in a timely manner for the purposes of External Quality Assurance sampling, and that staff can be made available to respond to enquiries.

- All staff involved have been made aware of the awarding organisation requirements for External Quality Assurance as set out in the **JCQ Guidance**.
- All necessary records of decision-making in relation to determining grades have been properly kept and can be made available for review as required.
- All student evidence on which decisions regarding the determination of grades has been retained and can be made available for review as required.
- Instances where student evidence used to decide teacher assessed grades is not available, for example where the material has previously been returned to students and cannot now be retrieved, will be clearly recorded on the appropriate documentation.
- All staff involved have been briefed on the possibility of interaction with awarding organisations during the different stages of the External Quality Assurance process and can respond promptly and fully to enquiries, including attendance at Virtual Visits should this prove necessary.
- Arrangements are in place to respond fully and promptly to any additional requirements/reviews that may be identified as a result of the External Quality Assurance process.
- Staff have been made aware that a failure to respond fully and effectively to such additional requirements may result in further action by the awarding organisations, including the withholding of results.

Results

This section of our Centre Policy outlines our approach to the receipt and issue of results to students and the provision of necessary advice and guidance.

A. Results

This section details our approach to the issue of results to students and the provision of advice and guidance.

- All staff involved have been made aware of the specific arrangements for the issue of results in Summer 2021, including the issuing of A/AS and GCSE results in the same week.
- Arrangements will be made to ensure the necessary staffing, including exams office and support staff, to enable the efficient receipt and release of results to our students.
- Arrangements will be in place for the provision of all necessary advice, guidance and support, including pastoral support, to students on receipt of their results.
- Such guidance will include advice on the appeals process in place in 2021 (see below).
- Appropriate staff will be available to respond promptly to any requests for information from awarding organisations, for example regarding missing or incomplete results, to enable such issues to be swiftly resolved.
- Parents/carers have been made aware of arrangements for results days.

Appeals

This section of our Centre Policy outlines our approach to Appeals, to ensure that they are handled swiftly and effectively, and in line with JCQ requirements.

A. Appeals

This section details our approach to managing appeals, including Centre Reviews, and subsequent appeals to awarding organisations.

- All staff involved have been made aware of the arrangements for, and the requirements of, appeals in Summer 2021, as set out in the **JCQ Guidance**.
- Internal arrangements will be in place for the swift and effective handling of Centre Reviews in compliance with the requirements.
- All necessary staff have been briefed on the process for, and timing of, such reviews, and will be available to ensure their prompt and efficient handling.
- Learners have been appropriately guided as to the necessary stages of appeal.
- Arrangements will be in place for the timely submission of appeals to awarding organisations, including any priority appeals, for example those on which university places depend.
- Arrangements will be in place to obtain the written consent of students to the initiation of appeals, and to record their awareness that grades may go down as well as up on appeal.
- Appropriate information on the appeals process will be provided to parents/carers.

Data Protection

This section of our Centre Policy outlines how we protect data.

B. Data Protection

United Learning values the personal information entrusted to us and processes personal data in accordance with the principles and provisions set out in the UK GDPR and Data Protection Act 2018. The school implements and complies with the United Learning policies and procedures, which provide a framework for ensuring that we:

- *be open with individuals about how we use their information and who we give it to;*
- *only process personal data in a manner consistent with the purpose for which it was collected;*
- *consider and address the privacy risks when we are using personal data;*
- *have processes in place to ensure the accuracy of personal data held;*
- *keep personal information to the minimum necessary and delete it when we no longer need it;*
- *have processes in place to enable individuals to exercise their rights as set out in the UK GDPR,*
- *have appropriate technical and organisational measures in place to make sure personal information is kept securely and only accessed on a need to know basis;*
- *provide training to staff who handle personal information*

The school confirms that it has in place, and complies with, the following United Learning policies and procedures:

1. *Data protection policy*
2. *Privacy notice policy and appendices*
3. *Employee data protection policy*
4. *Policy for obtaining and recording consent*
5. *Rights of the data subject policy and guidance*
6. *Policy for responding to a subject access request*
7. *Policy for responding to a request for personal data from a third party*
8. *Guidance on the application of exemptions to the UK GDPR*
9. *Procedure for disclosing information safely*
10. *Records Management Policy*
11. *Records Retention Schedule*
12. *Procedure for keeping records of data processing activities*
13. *Data minimisation policy*
14. *Clear desk policy*
15. *Procedure for notification of a personal data security breach*
16. *Data sharing policy and procedure*
17. *Data Protection Impact Assessment policy, procedure and guidance*

School staff undertake annual data protection and cyber security refresher training. The school also has a business continuity plan which covers the planning for response to cyber-attacks.